City of Bristol
Mayor's Task Force on Budget and Efficiency

September 7, 2012

Ladies and Gentleman:

A Regular Meeting of the Mayor's Task Force on Budget and Efficiency will be held on **Tuesday September 11, 2012** at 5:30 p.m. in the City Hall Council Chambers, 111 North Main Street, Bristol, Connecticut.

Agenda

1. Call to order.
2. Pledge of Allegiance.
3. Approval of the August 23, 2012 regular meeting minutes.
4. Discussion with Fire Chief Jon Pose.
5. Discussion with Acting Police Chief Thomas Grimaldi.
6. Discussion of the need for additional meeting dates.
7. Adjournment.

R. Miecznikowski /cb
PER ORDER OF
RICHARD MIECZNIKOWSKI, CO-CHAIRMAN
JOHN SMITH, CO-CHAIRMAN

CC: Mayor Ward
Richard Miecznikowski - Co-Chairman
John Smith - Co-Chairman
Paul Tonon, Board of Finance
Lisa Casey, Board of Finance
Council Member Eric Carlson
Council Member Kevin Fuller
Chris Wilson, BOE Chairperson

Mayor's Task Force on Budget and Efficiency
Meeting Minutes- August 23, 2012

A Regular Meeting of the Mayor's Task Force on Budget and Efficiency was held on **Thursday, August 23, 2012** at 5:30 p.m. in the City Hall Council Chambers, 111 North Main Street, Bristol, Connecticut. The following members attended: Co-Chairmen Richard Miecznikowski and John Smith; and Council Members Kevin Fuller and Eric Carlson. Absent: Commissioners Lisa Casey, Paul Tonon and Chris Wilson.

1. **Call to order.**

   Co-Chairman Miecznikowski called the meeting to order at 5:32 p.m.

2. **Approval of the August 2, 2012 regular meeting minutes.**

   On motion of Council Member Carlson and seconded by Council Member Fuller, it was unanimously voted to: Approve the minutes of the August 2, 2012 Regular Meeting.

3. **Discussion with Fire Chief Pose postponed to a future meeting.**

   Fire Chief Pose has been absent from work, therefore the discussion with him regarding potential cost saving measures at the Fire Dept. was postponed to a future meeting.

4. **Discussion with Personnel Director Diane Ferguson.**

   Personnel Director Ferguson noted that the majority of union contracts were currently being negotiated, four of which had 7/1/12 expiration dates. She noted that the ground rules for the negotiations required that aspects under negotiation be kept private. She also noted that the Police union contract was in arbitration. She stated that implementation of furloughs or shortened work weeks would need to be negotiated, they could not be unilaterally imposed. Upon questioning of whether the Task Force would receive provisions of the new contracts by December, she responded that she hoped to know by then.

   Ms. Ferguson highlighted that approximately 40 positions had been eliminated over the last several years, and that she would forward a listing of the positions eliminated to the task force members. She also mentioned that the City would be looking at the CT partnership plan regarding insurance. Also mentioned by Ms. Ferguson was Workers' Compensation risk assessments that will be performed by PMA this fall, independent medical exams for injured workers that sometimes take up to four to six weeks to schedule, and that they are trying to get workers back to work on a light duty, modified or alternate work schedule.

   Ms. Ferguson noted that Local 233 and Local 1338 had subcontracting language in their existing contracts, and that language needed to be taken into consideration during any discussion regarding privatizing certain functions.

In reviewing the preliminary analysis for privatizing positions within the Park Dept. and then Solid Waste privatization, it was noted that the costs for employees, benefits, pension, workers' comp., and capital did not reveal savings. It was also noted that the City Charter had very specific language that would keep the Park & Rec. Dept. in charge...

Discussion was held regarding the length of time retirees remain on the City's health insurance, health insurance rate increases, and Workers' Compensation increases. Task Force members questioned whether there was a plan to lower the required number necessary to get a normal retirement, and if Workers' Compensation claims were mainly long tenured employees.

Ms. Ferguson stated that no correlation between lengths of employment was noted regarding Workers' Compensation, however Heart & Hypertension claims usually were filed prior to an employee retiring.

5. Discussion with Corp. Counsel Edward Krawiecki, Jr.

Corp. Counsel Krawiecki noted that there was a current Charter Revision Commission that plans to go section by section within the Charter, and that they had a lengthy window to make their recommendations to the City Council (June 2013). He noted many of the items being discussed as potential cost savings would need to go to the Charter Revision Commission to begin the process of amending the Charter. He noted there currently was not much capacity to make long term plans.

Corp. Counsel Krawiecki noted there were approximately 60 open Heart & Hypertension (H & H) claims. He noted that Firefighters and Police Officers hired prior to 7-1-1996 were automatically presumed that any H & H issues were work related. Employees hired since that date, were required to prove the condition was work related.

Discussion was held between Corp. Counsel Krawiecki, Asst. Corp. Counsel Lacey and the Task Force regarding what the City could do to control some of the H & H costs. Some steps that had been taken, and that needed to be expedited were better managing the cases, medication, and more aggressive settlement (buyout) actions.

Corp. Counsel Krawiecki highlighted some other expenses associated with his office, including the Police Union arbitration, GASB45 litigation, Retirement Board matters, and Foreclosures. He noted the City needed to manage their risks so that matters were managed before problems surfaced.

He suggested that provisions be implemented to make strategic plans and goals to allow plans with a long term focus.

6. Adjournment.

Co-Chairman Smith began a discussion regarding the need to quantify true costs for various City services before recommendation regarding the services are made by the Task Force.

At 7:00 p.m., on motion of Council Member Fuller and seconded by Council Member Carlson, it was unanimously voted to: Adjourn.

Tina K. Bunnell
Recording Secretary